UNITED
NATIONS

CEDAW

Convention on the Elimination of All Forms of Discrimination against Women

Distr.
GENERAL

CEDAW/C/18/Add.1
10 April 1991

ORIGINAL: ENGLISH

Committee on the Elimination of Discrimination
against Women (CEDAW)

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES
UNDER ARTICLE 18 OF THE CONVENTION

Third periodic reports of States parties

SWEDEN*

* For the initial report submitted by the Government of Sweden, see CEDAW/C/5/Add.8; for its consideration by the Committee, see CEDAW/C/SR.18 and CEDAW/SR.19, and Official Records of the General Assembly, thirty-ninth session Supplement No. 45 (A/39/45), paras. 200-245; for second periodic report submitted by the Government of Sweden, see CEDAW/C/13/Add.6 and CEDAW/C/13/Add.6/Corr.1; for its consideration by the Committee, see CEDAW/C/SR.125 and CEDAW/C/SR.127, and Official Records of the General Assembly, forty-third session Supplement No. 38 (A/43/38), paras. 720-766.

V.91-23263

CONTENTS: **PAGE:**

Introduction		3
PART I		
Article 1		6
Article 2	(Equal Opportunities Act etc.)	6
Article 3		11
Article 4	(Parental leave etc.)	11
Article 5	(Sex-discriminatory advertising, the role of men etc.)	12
Article 6	(Violence against women)	14
PART II		
Article 7	(The representation of women)	16
Article 8	(Women in the foreign services etc)	18
Article 9	(Immigrant women)	19
PART III		
Article 10	(Education)	21
Article 11	(Labour Market, working environment, salaries etc.)	27
Article 12		42
Article 13	(Tax issues, sports etc)	42
Article 14	(Rural women)	45
PART IV		
Article 15		46
Article 16	(The Marriage Code etc.)	46

INTRODUCTION

1. The third report by the Government of Sweden on the measures taken to give effect to the CEDAW Convention confines itself to developments in the field of equality between women and men from 1987 onwards.

2. Consequently, some articles and sub-paragraphs of the Convention are not commented upon since no new measures have been taken.

Plan of Action for Equality

3. A major step towards equality in Sweden was taken on June 3, 1988, when the Government Bill on the Equality Policy to the mid-nineties was adopted by the Swedish Parliament. The Bill consists of a five-year plan of action, which comprises five different sectors and specifies concrete goals to be attained by certain dates and the measures required to achieve the goals. Thus, the sights for equality have been set higher than formerly and the need to accelerate the process towards equality has been further stressed.

4. The underlying concept common to all measures proposed in the plan of action, that if true equality between the sexes is to be achieved, women must be allowed to take part in all areas of society on the basis of their own capacities and qualifications and that a society characterized by equality must take into account the needs of both men and women, as parents and as bread-winners.

5. After a general description of the aims for the Equality Policy, each section in the plan starts with a description of the current situation. Then it indicates the concrete goals and how they are to be achieved. The sum of SEK 97 million was allocated for these measures during the first year the plan was applied, the 1988/89 fiscal year.

6. The sectors taken up in the plan of action are:

- the role of women in the economy;
- equality in the labour market;
- equality in education;
- equality in the family;
- the influence of women.

7. The goals and measures for these sectors will be described in more detail under the respective article in the Convention.

<u>The Goals for Equality Policy</u>

8. In the Government Bill the goals for the equality policy are defined as follows:

- women and men are to have the same rights, obligations and opportunities in all the main fields of life;
- every individual should have a job with sufficient pay to enable her or him to earn a living;
- men and women should share responsibility for their children and the work in the home;
- both sexes should be able to devote themselves to the same extent to political, trade-union and other matters of common interest both at work and in the community.

9. Under the Bill, a policy for equality between the sexes must be pursued along the same lines as the policy for equal opportunities for everybody in a wider sense (social class, race, religion, origin etc.). The favourable trend towards equality that has evolved during the last few decades has been based on successful policies in the areas of employment, support to families with children, education etc. The equality goal must therefore continue to be achieved through an active redistribution policy which, not only aims to reduce the differences between women and men, but also aims to reduce class differences in the community.

10. Equality policy must also play its part in creating a favourable environment for children and young people to grow up in. This policy must satisfy the right of all children to have a claim on their parents' time. A new view of the male role and a radical change in the organization of working life are called for to make it possible for both women and men to combine parenthood and gainful employment. An expansion of child care facilities of a high standard is also important.

11. Great advances have been made in Sweden in the development towards equality between men and women. The roles of men and women have converged. Just a few decades ago many people considered it self evident that married women should devote themselves to their homes and children, and be supported by their husbands. Nowadays, however, most young women take it for granted that they should have gainful employment for the greater part of their lives. Women of all ages work outside the home to an extent that was scarcely conceivable previously. If the present trend continues, there will very soon be as many women as men out on the labour market.

12. This development has been made possible by a purposeful policy of reforms in various sectors of the community. In addition, there has been a general consensus among the political parties, and the employer and employee organizations, on the goal of improving both the terms on which women participate on the labour market and the opportunities for men to assume responsibility for their homes and children.

Shortcomings

13. Notwithstanding, there are still shortcomings in several important fields:

- the labour market is sex-segregated to a high degree;
- young people choose training programmes along traditional lines;
- men take too little part in the work of the home and in the care of their children;
- women have less power and influence.

14. Finally, according to the Bill, the success of a policy for equality between men and women ultimately depends on decisions taken by individuals; on education, occupation, the sharing of the work of the home etc. In this sense, equality cannot be the subject of political decisions, nor should it be. The aim of all political endeavours must be to determine the framework (employment policy, tax policy, social policy etc.) within which the individuals make their own decisions and to remove all barriers which impede equal opportunities.

15. In order to follow up and evaluate the current work under the plan of action, both at central level and in society in general, the Government intends to propose an additional Bill on Equality to Parliament in February 1991. The planned Bill will also consist of proposals to make the Equal opportunities Act more effective, see also under Article 2, sub-paragraph (b).

The Promotion of Equality at Government Level

16. As stated in Sweden's previous report (CEDAW/C/13/Add.6), all government ministers are required to pay regard to aspects regarding equality between men and women in the fields for which they are responsible. The overall responsibility for equality affairs is at present (August 1990) exercised by the Cabinet Minister of Public Administration, Mrs. Margot Wallström. Formerly this function was exercised by the Minister of Labour.

17. Some changes in the organization of the equality-work have consequently been made within the Central Services Office for the Ministries.

18. The Equality-Affairs Division is now under the auspices of the Ministry of Public Administration. Its tasks remains the same, i.e. it has a coordinating role within the Government and responsibility for executing the various measures and activities that are part of the policy for equality. It is also responsible for the preparation of various Government's decisions.

19. The Council on Equality Issues has been extended. At present, 27 bodies are represented in the Council.

20. The work of the Inter-Ministerial Committee is carried out in a less formal way, i.e. the Under-Secretary of State responsible for Equality Affairs, meets regularly with each of the other Under-Secretaries of State. The purpose of these meetings is to discuss current equality-issues, particularly in connection with the drawing up of the annual national budget.

21. The work of the Commission for Research on Equality between Men and Women will be concluded on 30 June 1991, as a result of the Governments Research Bill which was adopted by Parliament in June 1990. See also Article 10, sub-paragraph (a).

PART I

Article 1

"For the purposes of the present Convention, the term "discrimination against women" shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercises by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field".

22. Reference should be made to Sweden's second periodic report and to the comments under Article 2.

Article 2

"States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women ..."

23. In the second periodic report from Sweden, an introductory account was given of the general legal framework within which discrimination against women is prohibited in Sweden and of the background to existing law in this field, including a description of relevant articles of the Swedish Constitution.

24. The changes made in Swedish legislation since 1987 will be described under the respective article of this Convention. They mainly involve some changes made in the Parental Leave Act, in family law and in the legislation concerning violence against women.

25. The provisions under the present article are mainly implemented through the Act on Equality Between Men and Women at Work. This Act, generally known as the Equal Opportunities Act, the EqA, was described in detail in the previous report from Sweden.

26. Since then, and as a result of the above mentioned Government Bill on the Equality Policy to the mid nineties, the EqA has been evaluated by a special investigator. The report, including a survey of the application of the Act during the ten years it has been in force, as well as proposals to make the legislation more effective, was presented to the Government in June 1990. Immediately thereafter, it was sent out to various organizations and bodies for consideration. In February 1991, the Government will, as was mentioned earlier, present a Bill to Parliament with proposals for changes in the EqA. In Sweden's last report the various aspects covered by the EqA, i.e. the prohibition of discrimination, active measures to promote equality, as well as the work of the Equal Opportunities Ombudsman, were described under Article 2, sub-paragraphs a - e. In this report, a description of the evaluation-report on the EqA as a whole, will be provided under Article 2, sub-paragraph (b). An account of the Ombudsman's recent work (since 1987) will be provided under sub-paragraphs (c) and (e).

Article 2

"States Parties ... undertake

2 (a) To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle;"

27. Reference is made to the comments under Article 2.

Article 2

"States Parties ... undertake

2 (b) To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women;"

28. The question of extending the scope of the protected grounds of the Swedish Penal Code also to comprise a prohibition on the grounds of sex, as was taken up in the previous report, is still under discussion.

29. Questions concerning criminal offences such as violence and sexual offences against women will be covered up under Article 6.

Evaluation of the Equal Opportunities Act

30. In accordance with the directives, it was the task of the investigator of the EqA, to map out how the Act has come to be applied in practice and to objectively analyse the results of this survey. Based on the survey, the investigator also was to suggest measures in order to make the legislation more effective. Special attention was to be paid to the question of sexual harassment in working places. The investigator furthermore was to study the EqA in relation to EEC legislation and, if necessary, suggest measures for harmonization with the EEC in this field.

31. In the work of examination the investigator (henceforth referred to as she) has studied among other things the activities of the Equal Opportunities Ombudsman, the EqO, and the final decisions made by the Swedish Labour Court in cases concerning discrimination (sections 2-5). She found that during the period (1980-1990) the Court pronounced judgement in 36 cases concerning infringements of the prohibition on discrimination. In approximately a third of these cases, the person who had brought an action before the Court had won the case. Furthermore, around 50 disputes of this kind had been solved by conciliation by the Court or by the EqO. Apart from that, she also found that a number of disputes on discrimination had also been settled after negotiations between the parties on the labour market, without an approach to the Labour Court or the EqO.

32. As the present provisions of the EqA concerning active measures (section 6) have been replaced by collective agreements in the main areas of the labour market and as these agreements often are framed in general terms and do not contain anything above what is stated in the Act, legal complaints of infringements of the rules concerning collective agreements did not appear to be very common. The Equal Opportunities Commission, which on motion of the EqO, can order defaulting employers, not subject to collective agreements, to take certain measures, did not pass a decision in a single case during the ten-year period. Five cases had, however, been conciliated or withdrawn.

Scope and General Framing of the Act

33. As regards the scope and general framing of the EqA, the evaluation did not indicate the need to extend its application beyond the field of working life. The investigator considers that aspects of equality should be considered in connection with legislation in accordance with the legal area concerned, i.e. family law legislation, social security legislation, etc. She believes that the EqA should continue to be a labour law.

34. Beside working life, there is, however, one field to which she has given closer consideration: the educational field. The reason is that the way in which equality questions are dealt with in school is of great importance for working life. Nevertheless, she concluded that conditions within the educational system are not appropriate for regulation by a law of labour law character. In addition, the school is at present subject to changes of an organizational nature. Should improvements on the equality work at present being carried out within the school sector not be achieved, the introduction of special rules in this field would have to be considered later.

35. Meanwhile she suggests that the advisory and information service of the EqO should be extended to include areas closely connected to working life, in particular to the education area.

36. The Swedish EqA is, as reported earlier, gender neutral and is thus designed to further the rights of both women and men when it comes to equality in working life. According to the explanatory memorandum preceding the present Act, its primary objective is however to strengthen the position of women on the labour market. It has sometimes been suggested that the EqA should be changed so as to more clearly stipulate that its aim is to improve the status of women.

37. The investigator considers, however, that the possibilities of breaking the sex-segregation of the labour market will increase if the EqA also in the future remains neutral as regards sex.

Suggested Alterations of the Act

38. In the following a summary investigator's proposals for making the EqA more effective will be presented.

- The prohibition of discrimination on the grounds of sex, in connection with employment and training for promotion (section 3), should be supplemented by a provision, stating that discrimination shall be considered to exist, in a case where two or more applicants have qualifications of approximately equal value, and it can be presumed that the employer has a discriminatory purpose, i.e. does not wish to employ persons of one particular sex.

- As regards the application of the prohibition of pay discrimination (section 4) it should be possible to use other means than an assessed job evaluation agreed on in evaluating what is to be considered work of equal value (see also Article 11.1 (d)).

- In the text of the Act, it should explicitly be stated that the prohibition of discrimination on the grounds of sex also includes sexual harassment and harassment of a person who has filed a complaint under the EqA.

- A supplementary clause should be entered, making it clear that the Act applies both to direct and indirect discrimination. The provisions of the Act are thus proposed to be applicable on measures, although framed neutral as regards sex, will give the effect that one sex is unfavoured in a disproportionate way.

- The present clause (section 6), stipulating that an employer is to pursue a goal-oriented work, in order to actively promote equality in working life, is proposed to be supplemented by an obligation for all larger employers to produce an annual plan for the measures for achieving equality. The provision is furthermore proposed to be made mandatory and may not be excluded or substituted by collective agreements.

- The provisions for active measures are also to be made concrete in other respects. These are, however, to be interchangeable with collective agreements. In order to achieve this effect, the agreements must, however, maintain at least the same standard as the Act.

- Since it is proposed that the obligation for the employer to produce a plan for equality is to be made compulsory, the Equal Opportunities Ombudsman (henceforth referred to as EqO) should be responsible for supervising the execution of the employer's duties. In this way the field of supervision of the EqO will be extended.

39. As already mentioned, the proposals are currently being considered by various organizations and bodies. After taking their views into account, the Government will present a Bill to Parliament on the EqA and other issues. The Bill is to be presented to Parliament in February 1991.

Article 2

"States Parties ... undertake

2 (c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;"

40. The duties of the Equal Opportunities Ombudsman, the EqO, were described in Sweden's second periodic report (Article 2 (c)).

41. During the period 1986-1989 the EqO received a total of 65 complaints concerning sex discrimination. The majority of the complaints were made by women. As before, most complaints concerned discrimination in connection with appointments or promotion. About 10 per cent of the cases concerned pay discrimination. Eighty per cent concerned public employers. In most cases the EqO has tried to settle the dispute through negotiations, without submitting the case to the Labour Court.

42. During the same period the Labour Court pronounced a verdict in 17 cases. Four of these were brought to the Court by the EqO, the remainder by the parties on the labour market. Four of the cases concerned men. Of the 17 cases, 14 were dismissed by the Court. The three cases where the Court decided that discrimination had taken place referred to appointments in the public sector. One of these cases involved a man.

43. The fact that, so far, the application of the EqA has mainly concerned public employers and that the prohibition of discrimination (section 3) has frequently come to be dominated by issues concerning the evaluation of merits, has been discussed in the report by the special investigator of the EqA. She considers, however, that her proposals will make the legislation more effective, particularly through the proposed supplement concerning a discriminatory purpose and the proposals concerning active measures.

Composition of the courts

44. In Sweden's second periodic report it was stated that the EqO had expressed dissatisfaction with the composition of the courts in disputes concerning discrimination and had demanded that the EqA be amended so as to make it impossible for such disputes to be tried by a court with only male or female members. This issue has also been dealt with by the EqA special investigator.

45. She believes that one must presume that the members of any court makes their deliberations without prejudice and that their decisions are based on objective grounds.

46. Of the total 79 permanent and non-permanent members of the Labour Court, the number of women is 22 (1989), an increase of seven women since 1986. Of the 947 permanent judges in other Courts of general jurisdiction, 128 were women in 1990 (14 per cent). The number of women is, however, expected to increase rapidly in the future, since there is a very large proportion of women graduating from law school.

Article 2

"States Parties ... undertaken

2 (d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;"

47. The Equal Opportunities Ordinance, which i.e. imposes a duty on government authorities to promote equality, was described in Sweden's last report.

48. The steering committee to observe developments as regards equal opportunities in the civil service, completed its three-year work in 1988. The Government has subsequently given the National Agency for Government Employers a wider range of responsibilities for questions concerning equality within this sector. The Agency finances various trial projects, functions as an advisory body, etc. (Further reference is made to Article 11.1 (d)).

49. It is still too early to report any final results from the project mentioned in the last report concerning the so called intensive authorities, i.e. authorities with targets for special efforts over a three-year period.

Article 2

"States Parties ... undertaken

2 (e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise;"

50. In the preceding Swedish report a description of the work of the EqO on active measures (section 6 of the EqA) to promote equality was provided.

51. In the following, her work in this field since 1987 is described briefly. The proposals, emanating from the special investigator of the EqA, to amend this section of the Act, have been described under sub-paragraph (b) of this article.

52. During the period, the EqO received 246 reports concerning shortcomings in the measures taken by employers (public and private sector) to promote equal opportunities. The reports were mainly of two kinds: reports on advertisements for a vacancy addressed solely to applicants of one sex and reports on sex discrimination cases where the case itself no longer was under consideration but where the EqO felt there was reason for examining the work on active measures undertaken by the employer in question.

53. As mentioned earlier, the EqO has some several cases concerning active measures to the Equal Opportunities Commission. However, the Commission has not passed judgement in any of these cases since they were either withdrawn or conciliated.

54. The future role of this Commission is discussed in the report on the EqA. Since the investigator proposes several amendments to the rules on active measures, including the extension of of the EqO's possibilities of demanding the imposition of fines, she assumes that the work of the Commission will expand and become more effective. She also proposes that the scope of the Commission is extended so as to include the right to express common opinions and make recommendations on matters of principle concerning active measures for equality.

55. The EqO continues to carry out studies in the course of her work of promoting active measures in work-places. Since the preceding report, she has initiated two larger studies; one concerning various shipping agencies (i.e. haulage contractors) and one concerning stock-brokeing agencies. It is too early to report the findings of these studies. Her study on sexual harassment, which was announced in the previous report from Sweden, will, however, be described under Article 11.1 (f).

Article 2

"States Parties ... undertaken

2 (f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;"

56. As mentioned in the Second periodic report, it is one of the tasks of the Equality Affairs Division, now under the auspices of the Ministry for Public Administration, to have existing laws etc. under constant review.

Article 2

"States Parties ... undertaken:

2 (g) To repeal all national penal provisions which constitute discrimination against women."

57. There are no changes in this respect compared with the previous report.

Article 3

"States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men".

58. Reference is made to the introduction of this report and to the second periodic report from Sweden.

Article 4

4.1 "Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved".

59. It continues to be an important point of departure for Swedish equality policy that special measures and support of various kinds are essential if equality is to be achieved. As stated in the previous report, this includes measures of a temporary nature relating to both women and men. Most of these measures, which include programmes and trial-projects, as also the introduction of temporary rules, have nonetheless been oriented towards women.

60. Accounts of these measures can be found in this report under Articles 10 and 11. Measures taken with regard to the role of men will be described under Article 5, sub-paragraph (b).

Article 4

4.2 "Adoption by States Parties of special measures including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory".

61. The Swedish Child-Care Leave Act and the National Insurance Act - the Parental Benefit were described in the previous report.

62. In 1989 the right to take parental leave (with, as before, compensation at ninety per cent of gross income) was extended from 9 to 12 months. A further 3-months leave will give the parent a guaranteed amount of SEK 60 daily. This means that the parental insurance scheme now provides parental benefit for 15 months. A further extension of three months is planned by the Government as soon as it is economically feasible. Parental benefit may be taken until the child has reached 8 years of age.

63. The right to stay at home when the child is ill has, furthermore, been extended from 60 days a year for each child to 120 days.

Article 5

"States Parties shall take all appropriate measures:

5 (a) To modify the social cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women;"

64. The changing of attitudes and prejudices continues important part of the equality-promoting endeavours in Sweden. It seems that questions related to equality between men and women have received increased attention in recent years, both in the media and in various organizations and other bodies. Questions relating to women's representation, women's economic and financial situation (including salaries) and violence against women have been at the forefront of the issues which have received increased attention.

65. The Minister for Equality-Affairs has several times stressed the importance of "visibility" in equality promoting work. This means that facts in many instances speak for themselves. The compilation of statistics is therefore extremely important. Statistics Sweden (SCB), the national Swedish Statistical Office, as mentioned in Sweden's second periodic report, publishes regularly statistical information on women and men, mainly in the form of a booklet which is published both in Swedish and English.

66. The Equal Opportunities Ombudsman continues her work to inform the public about the EqA and other issues related to women in the labour market. In the fiscal year of 1989/90 her budget appropriation was increased in order to meet the demand for increased information.

Sex-discriminatory advertising

67. In Sweden's second periodic report it was mentioned under this article that The National Board for Consumer Policies had been charged to conduct a survey on sex-discriminatory advertising and to submit its findings to the Government after three years.

68. In 1989, the Board presented it's report, entitled Sex-discriminatory Advertising - Now it's Got to Go!

69. The Board states that it feels the time has come to introduce legislation in order to come to terms with advertising that constitutes an offense to either sex and therefore is to be regarded as sex-discriminatory. The Board, however, has come to the conclusion that a legal ban on offensive advertising requires an amendment to the Constitution, since freedom of the press and of speech are protected by two fundamental constitutional documents, the Instrument of Government and the Freedom of the Press Act.

70. With reference to document CEDAW/C/SR.125, page 8 concerning this particular issue, the following can be noted. The Instrument of Government and the Freedom of the Press Act have indeed, as they now stand, the same legal dignity, both being part of the Constitution. The provisions in question, however, regulate different issues. As described in Sweden's Second periodic report, the aim of the provisions in Chapter 2, Article 16 of the Instrument of Government is, however, to guarantee that "no law or other decree may imply the discrimination of any citizen on account of his sex..." while the aim of the Freedom of the Press Act is to guarantee freedom of expression. In the case of possible legislation on sex-discriminatory advertising the question is not whether it is compatible with the provisions in 2:16, but whether it would mean a restriction on freedom of speech. However, this issue is currently being studied further within the Ministries.

71. The National Board for Consumer Policies further notes in its report that it may prove to be a difficult task, legally, to draw the line between what is to be considered as discriminatory advertising and advertising which is considered to be stereotyped and to uphold sex-roles (it is not proposed that the latter should be subjected to legislation). Nevertheless, the Board is of such importance that society has to show, through legislation, that it condemns it.

72. In 1989, private industry created an Ethical Council to counter sex-discriminatory advertising. The Council is responsible for taking measures to restrict this type of advertising and to change the attitudes of advertisers and advertising agencies.

73. The Government is at present studying the issue of sex discriminatory advertising and in 1991 will present proposals on the basis of the Board's report.

Article 5

"States Parties shall take all appropriate measures:

5 (b) To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases".

74. The Swedish parenthood training was described in the second periodic report.

75. After having declined for many years, the birthrate in Sweden started to increase in the late 1980s and the average number of children per woman was 2.0 in 1989. The reason for this increase has not yet been analysed.

The role of men

76. The Working-Party on the Role of the Male, which was described in Sweden's previous Report, is continuing its examination of the male role and is stimulating the debate on issues concerning men's attitudes and expectations. In its latest plan of action (May 1990), the Working-Party draws the attention to some important aspects of the male role; the male aggression that leads to violence against women, the male life style as a cause of an increase in cardiovascular diseases among men and the importance of men taking care of their children. The Working-Party plans several seminars on these and other issues related to the role of men.

77. The extent to which fathers make use of parental benefit has been one major starting point in the debate on the role of men. Various efforts are being made to encourage more men to use their statutory right to take leave of absence in order to take care of their children. In 1989 the Government initiated a country-wide campaign entitled Daddy Come Home. Funds were allocated through the Ministry for Social Affairs for conferences, seminars, information etc. The campaign will be repeated in 1990. Trial projects are also underway to find methods to encourage more men to take parental leave.

78. There is, at present, no possibility of measuring the effects of the various efforts undertaken in this respect. The latest available statistics from 1986/87 were described in the previous report. Discussions are taking place on ways to improve methods to measure women's and men's use of parental leave since the statistics available at present are not up to date and furthermore only indicate the situation as far as married couples are concerned, not co-habiting couples.

Article 6

"States Parties shall take all appropriate measures, including legislation, suppress all forms of traffic in women and exploitation of prostitution of women".

79. In recent years the question of violence against women has been widely discussed in Sweden. New legislation has also been introduced in order to protect women, victims of battering, sexual offences, etc.

80. Since July 1, 1988 there is an Restraining Orders Act. The aim of this legislation is to provide a better protection, mainly for women who are at risk to become victims of battering and other assaults. The Act states that a person (mainly a man) can be prohibited (by the court) to visit or otherwise contact another person (mainly a women). Violating this prohibition can render the person a fine or imprisonment for one year at the most.

81. Since July 1, 1988, there is also an Injured Party's Counsel Act under which the victim of a crime can have a personal legal counsel during the police investigation of the case or during trial. The costs will be paid by the state. Personal counsel should always be provided for in cases of grave sexual assaults, but can also serve in cases concerning other grave crimes, when the crime includes violence or other kinds of violations of the victim's integrity.

82. Since July 1, 1990, there is also a ban on the distribution of pornographic material which contains sexual violence or force. The ban applies to all kinds of pictures: photographs and drawings, movies, videos and still pictures. Violation of this ban can be punished by fine or imprisonment for a maximum of two years. Pictures that have been distributed in violation of the ban can be confiscated.

83. In 1989 the Government decided to appoint a special Working-Group on questions related to violence against women. The Group is to propose measures which will preclude and prevent violence and other abuses directed against women. According to the Government's directives to the Group "a society where power is unevenly distributed between the sexes can create notions amongst men as regards the power of men over women. One destructive consequence may be that women are exposed to sexualized oppression in the form of unfair treatment and humiliation. Rape is one of the more extreme examples of imbalance in the power relationship between the sexes." The Group has therefore been directed to help to make the mechanisms behind such violence visible and to present a broad picture of what has been done previously in this field, including research. The Group is required to study how the protection, support and assistance offered by society can be reinforced and also how cooperation between the various authorities can be developed. The dissemination of information about various local forms of cooperation and the initiation of such cooperation is another of the Group's tasks. The Group consists of representatives from various Ministries (Justice, Social Affairs etc.) and is chaired by the political advisor to the Minister for Equality Affairs. The Group's work is to be completed by December 1990.

PART II

Article 7

"States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:

(a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;

(b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government;

(c) To participate in non-governmental organizations and associations concerned with the public and political life of the country".

84. As in the second periodic report comments under this article will be made on sub-paragraphs (a) - (c) in that order.

Electoral Turnout

85. The electoral turnout in Sweden continues to be high, even if it has declined somewhat in later years. It was 85 per cent at the latest election in 1988. The decline is mainly due to a decline in voting participation by young people. Women over 50 years of age have a stable participation rate of over 90 per cent, but women between 40 and 49 have the highest participation rate at 93 per cent.

Parliament and Government

86. The number of women Members of Parliament continues to increase. Of the 349 members of Parliament, 131 were women, 38 per cent, after the last election in 1988. The following table shows the per centage distribution of women MPs between the six parliamentary political parties (the Green Party entered Parliament for the first time in 1988).

COMPOSITION OF PARLIAMENT 1988

Party	No. Women	Men	% Women	Men
Moderates	19	47	27	73
Centre	16	26	38	62
Liberals	19	25	43	57
Social Democrats	60	96	40	60
Left Party	8	13	38	62
Green Party	9	11	45	55
All political parties	131	218	38	62

87. In the 16 Parliamentary Standing Committees, the number of women also increased. In 1989, 35 per cent of these seats were held by women and 65 per cent by men. Three Standing Committees were chaired by a woman, namely the Cultural Affairs, Social Security and Finance Committees. In the latter, however, the woman chairperson resigned recently and was replaced by a man. The vice chairperson of this weighty Committee is, however, a woman.

88. The Swedish Government is at present (August, 1990) composed of 8 women and 13 men. Five women are Under-Secretaries of State. The women Ministers are responsible for matters concerning the labour market, justice, social affairs, the environment, immigration affairs, equality affairs, foreign trade and international development assistance.

89. In the central ministries, 20 per cent of the most senior officials were women in July 1990, an increase of 8 per cent since 1986.

Municipalities and county councils

90. Thirty-four per cent of the municipal counsellors were women after the elections in 1988. The figure for the county councils was 42 per cent (an increase of 5 per cent since 1985). In the municipalities, women mainly continue to serve on the boards dealing with social welfare, consumer and cultural issues.

Employer and employee organizations

91. Although the representation of women within the employer and employee organizations has increased in recent years, it is still low. In the Swedish Trade Union Confederation (LO), 45 per cent of its 2.2 million members are women and only two women sit on the Confederation's Executive Board. The Confederation of Professional Employees (TCO) has over a million white-collar members, 58 % of them women. The Organization's Executive includes three women. The Confederation of Professional Associations (SACO/SR) has just over 320 000 members, 41 per cent of them are women. The Confederation's Executive Board has ten members, three of them women. Of the 31 members of the Executive of the Swedish Employers' Confederation (SAF) there is no woman member at present.

92. It deserves to be noted, however, that active efforts are being made within these organizations to increase the number of women, both as officials in higher positions and as representatives in decision-making bodies.

Indirectly elected bodies

93. In Sweden's second periodic report, the under representation of women in the indirectly elected bodies was commented upon (for reference see CEDAW/C/13/Add.6 under Article 7, Government bodies and Final remarks).

94. It was noted that the Committee set up in 1985 to review the question of women's representation in governmental bodies and committees was to submit its final report to the Government in 1987.

95. The report presented was entitled "The Ladies - Every Other One" (a humorous allusion to the custom at popular dance halls where the ladies sometimes choose partners every other dance) and it attracted a considerable attention. The title of this report has become so well-known that the expression has been used in various other contexts related to women.

96. The measures proposed in the report were accepted by the Government and a majority of the organizations asked to comment upon it. In the Bill on Equality-Policy to the mid nineties (the Plan of Action) the Committee's proposals on goals and measures were accordingly presented in toto. In the following, these goals and some of the measures will be described:

Goals

- By 1992, the proportion of women on the boards of public bodies and in public committees is to be 30 per cent, and 40 per cent by 1995.

- The final goal is that these bodies are to be composed equally of both sexes. This ought to be possible within a ten-year period, according to the Bill.

- If the proportion of women representatives does not amount to at least 30 per cent by 1992, the question of possible legislation on the issue will be considered by the Government.

Measures

- SEK 3 million was set aside annually over a three-year period for trial-schemes with the aim of increasing the representation of women on such bodies. The funds have been used mainly for various activities within organizations which nominate representatives to these bodies, for example for the training of women in the decision-making processes, etc. Within the framework of these projects, the Ministry of Public Administration, in cooperation with the women's political organizations, has launched regional campaigns to increase awareness of the under-representation of women in the regional public bodies.

- Statistics concerning the distribution of the sexes in these bodies at central and at regional level were to be presented annually to Parliament (see below).

Results so far

97. The importance of visibility is firmly stressed by the Government in terms of all equality-promoting work, in particular as regards women in decision-making. It is believed that the annual presentation to Parliament of the statistics in this field (which has been undertaken in the last 2 years in the annual Budget Bill) has done much to increase the number of women in these bodies. In 1989, 29 per cent of the representatives on the 123 central boards of governmental agencies were women, i.e. an increase of 13 per cent in 3 years. The goal of 30 per cent has thus almost been achieved. In the regional bodies the figure was lower, 22 per cent. The reason for this is believed to be that the election process to these bodies is much less visible than elections to the central bodies. This is to be compared with the much better situation in Parliament, where the election process is totally visible and clear for all to see and where the possibilities of exerting a direct influence on the elected candidates are greater.

Article 8

"States Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations".

98. The latest information regarding Swedish representation in international organizations indicates the situation on 30 June 1989. At that time, there were altogether 45 Swedish women holding qualified appointments in the UN system. Most Swedish women hold posts at P-level. In UNFPA and WHO, however, two Swedish women have positions at D-1-level. WHO is the organization with the highest Swedish female representation, i.e. women in qualified positions.

99. In the case of those in the higher grades working at the Swedish Ministry for Foreign Affairs in 1989 there were 11 women with the rank of Ambassador or Consul General (6%). In addition, 4 women held positions as Assistant Under-Secretaries and 1 woman as Minister (8%).

100. In this context, it has to be noted that a plan for equality was recently (1989) adopted jointly by the Ministries. According to the plan, efforts to increase the number of women in the higher grades within the Ministries has to be further intensified. All Ministries each have to reach the goal of at least 20 per cent women among those in the higher grades by the 1992/93 financial year.

Article 9

9.1 "States Parties shall grant women equal rights with men to acquire, change or retain their nationality. They shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband".

101. The rules concerning Swedish citizenship were described in Sweden's second periodic report.

102. The Swedish Immigration Board is continously engaged in the financing of projects to support immigrant women's organizations. During 1987-1990, 27 projects were financed by the Board. They involved support to immigrant women mainly in the fields of education and training, and various kinds of organizational assistance. The Board meets with the immigrant women's organizations twice a year for mutual consultation.

103. In 1987, the Board produced an information folder on the preconditions and terms of women's residence in Sweden, on fundamental rights in Sweden, including what measures are to be taken in the case of battering or sexual abuse on the part of the husband. The folder is available at all Swedish Embassies abroad, from where the women apply for residence

104. The two largest immigrant women's organizations receive an annual State subsidy, as do other large women's organizations.

Article 9

9.2 "States Parties shall grant women equal rights with men with respect to the nationality of their children".

105. The rules concerning children's citizenship were described in the second periodic report.

106. In 1989, Sweden signed and ratified the Council of Europe Convention on Recognition and Enforcement of Decisions concerning Custody of Children and on Restoration of Custody of Children and the Hague Convention on the Civil Aspects of International Child Abduction. The provisions of these Conventions have been incorporated into a new Swedish Act concerning Recognition and Enforcement of Foreign Decisions relating to Custody, etc., and concerning the Return of Children which entered into force on 1 July 1989. Adoption of the Conventions may mean that a parent (usually the women) who has custody of a child can get a custody order implemented in a case where the other parent takes the child to his/her homeland and refuses to return the child. However, this assumes that the other country has also ratified the Convention in question.

PART III

Article 10

"States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women;"

The Swedish educational system

107. The Swedish educational system was described in brief in the last report.

Plan of action for equality in education

108. The Government Bill (1987/88:105) on Equality Policy to the mid-nineties and the ensuing decisions by Parliament have since 1988 guided and characterized the work for equality carried out both by the National Board of Education and by the schools and adult education. The sex-segregated labour market, and the distorted distribution of the sexes in upper secondary schools and in adult education, have been taken as the point of departure for the quantitative goals laid down in the plan of action. The plan's long-term goal for changing the unequal distribution of the sexes among pupils and students is that neither sex should have less than a 40% representation in any form of education.

109. As a consequence of the Government Bill, the National Board of Education has in its turn drawn up a programme of action for the work for equality in the schools.

Article 10

"States Parties ... ensure

10 (a) The same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas: this equality shall be ensured in pre-school, general, technical and higher technical education, as well as in all types of vocational training;"

Primary secondary and upper secondary schools

110. For the 1988-93 five-year period the Government has laid down in the plan of action the following goals for the upper secondary schools:

- The proportion of admissions for the underrepresented sex should increase to at least 10 % in the course programmes ("lines") where girls and boys respectively now account for less than 5 %.

  Result so far: a marginal increase in three course programmes, a decrease or unchanged in the other programmes.

- In the trials with the three-year industrial-technology course programme, girls should account for at least one-fifth of those admitted.

  Result so far: 10 % of the pupils were girls in 1988 and 6% in 1989.

- In the four-year technology course programme, the proportion of girls should increase to at least one-third of those admitted.

  Result so far: 23 % of the pupils were girls in 1987, 22 % in 1988 and 20 % in 1989.

- The drop-out rate among girls in course programmes dominated by boys should not exceed that for boys in these programmes.

  Result so far: there are no really comparable figures, but a considerably larger number of girls still drop out from these course programmes. Drop-outs among girls in the longer theoretical technology programmes have however fallen off in recent years.

- The proportion of women among school heads should have increased to at least 20 % within five years.

  The result so far: 12 % of the heads of the compulsory schools were women in 1987 and 13 % in 1989,19 % of the heads of upper secondary schools were women in 1987 and 20 % in 1989.

111. Sweden's initial report contained a table showing the per centage of girls in course programmes in upper secondary schools for 1971 and 1985. Comparable figures for 1989 are set out below.

Course programme	Per centage of girls	
	1985	1989
Community care	96	87
Consumer studies	89	90
Clothing manufacture	98	96
Nursing	90	91
Humanities (liberal arts)	86	88
Distributive trades and office work	68	71
General studies	62	72
Social science studies	71	65
Economics (3-year)	62	59
Economics (2-year)	57	65
Music	57	52
Food technology	55	57
Gardening and landscaping	56	56
Natural science	49	51
Agriculture	38	46
Technology (4-year)	22	20
Process engineering	9	10
Woodwork (2-year)	7	5
Woodwork (3-year)	-	6
Production and maintenance engineering	4	3
Electro-tele (3-year)	-	6
Electro-telecommunications engineering (2-year)	3	3
Metalwork (2-year)	3	2
Metalwork (industrial-technical) (3-year)	-	6
Motor mechanics	3	4
Forestry	1	0
Technology (2-year)	5	6
Building and construction	2	3

112. A new curriculum for the upper secondary schools is being prepared and the Government is planning to present the relevant Bill in 1991/92.

113. A special steering-committee for equality in the educational system was set up at the Ministry of Education and Cultural Affairs in 1988. This committee has been charged to present draft proposals in 1990 by which the goals for the educational sector (including higher education and research) set out in the Government Bill on Equality Policy can be attained.

114. Many schools throughout the country are now experimenting with various programmes with single-sex groups whose function is to give girls support primarily in technical and scientific subjects. Although these groups have often been successful, it has also emerged in a subsequent assessment of their work that single-sex groups are not sufficient but that there must be changes, too, in teaching methods, teaching aids and course content if success is to be obtained.

115. Girls today have better marks than boys throughout the whole compulsory school system. This is also true of the upper secondary schools except in physics. A possible interpretation may be that research and continuing education, as well as information and discussion in the community as a whole, have made teachers better informed and increasingly aware of the situation of girls at school.

Higher education

116. No marked changes have been apparent since Sweden's initial report in regard to the proportion of women in higher education. The statistics given in Sweden's initial report hold good approximately today. A gradual increase in the proportion of women being admitted to the more lengthy study programmes as well as to postgraduate education can be discerned and is expected to continue.

117. The Government Bill on Equality Policy also sets certain goals for higher education. For instance, the proportion of the underrepresented sex admitted should increase to at least ten per cent by 1993 in the study programmes where women/men account for less than five per cent.

118. Especially great efforts should also be made to increase the proportion of women in higher education who are following technical study programmes (23 % in 1987). The long-term goal for higher education is the same as for the upper secondary schools, that is to say neither sex ought to have less than a 40 % representation in any study programme.

119. The Government has urged both the individual colleges and the National Board of Universities and Colleges to work actively for the recruitment of more women to postgraduate education.

120. Where the per centage of women professors is concerned, the figure remains low (5 %) but as a large number of professors will reach pensionable age in the next 10-15 years, there will be increased openings for women to be appointed to university chairs. The Government has recently decided to create three chairs in women's studies as from 1 July 1991. Two chairs have been allocated to the faculty of social sciences, one being in economics with special emphasis on the study of women's pay and income and the other in another branch of the social sciences with an important bearing on studies of the use of physical violence against women. The third chair to be set up will be for medical research relevant to women.

121. Sweden's second periodic report contained a description of the principles that govern selection to the study programmes available in higher education. The Government has decided that form the beginning of 1991 selection will be based either only on a applicant's final grades from his/her upper secondary school or on points gained for work experience over a period for at least five years combined with the results of a special university aptitude test.

122. It will also be possible for the individual colleges, etc. to admit a small quota of students after individual tests, if there are special reasons. I remains to be seen whether this will lead to an increase in the proportion of women.

Article 10

"States Parties ... ensure

10 (b) Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality;"

Teachers and teaching materials

123. The proportion of women among those training to be teachers is at present much larger than that the men (approx. 80 % of those training are women). This feminine predominance is attracting considerable attention today, there being much discussion of the consequences this may have for the pupils view of society and of working life, for the status of teachers and for equality between women and men as a whole.

Per centage of women teachers/principals*, etc. in compulsory and upper secondary schools

	Per centages		
Occupational group	1983	1987	1989
Junior-stage teachers	99	98	98
Intermediate-stage teachers	64	66	66
Teachers, all compulsory schools	67	69	69
Upper-secondary school teachers	43	44	44
Headmaster/mistress, compulsory schools	8	12	13
Directors of studies, compulsory schools	25	31	33
Headmaster/mistress, upper secondary schools	15	19	20
Directors of studies, upper secondary schools	31	33	33

* Principals = headmasters/headmistresses plus directors of studies

124. In 1989 the Government charged the National Board of Education to draw the attention of the county boards of education and municipalities to the goals set by the Government in respect of the proportion of women principals. According to these goals, as soon as possible and at the latest by the 1992/93 fiscal year, half of the number of vacancies for principals within compulsory schools, upper secondary schools and in municipal adult education should be filled - with due regard to the objective qualifications required - by women applicants.

125. The proportion of women among school heads should in this way have increased to at least 20 per cent in 1993 and the proportion of women directors of studies to at least 30 per cent.

126. In 1989 the National Board of Education issued a study package "Goals are Realized", which is to be used as support, inspiration and continuing education for those working with equality aspects in compulsory and upper secondary schools.

Article 10

"States Parties ... ensure

10 (c) The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education which will help to achieve this aim and, in particular, by the revision of textbooks and school programmes and the adaptation of teaching methods".

127. Steps taken in consequence of this sub-paragraph are described under sub-paragraphs 10 (a), (b) and (f).

128. A study of teaching aids form the perspective of the sexes is now in progress. Because of this work, writers and publishers of textbooks are showing greater interest in paying more attention to equality aspects.

129. The Government will furthermore initiate a scientific study where textbooks in history will be examined from a gender-perspective.

130. Furthermore, several trial projects are being carried out in various places in the country, partly funded by the Ministry of Public Administration with a view to increasing awareness both among teachers and pupils about the sex stereotyped choice of course programme. New teaching methods, in mathematics among other subjects, are being tried out.

Article 10

"States Parties ... ensure

10 (d) The same opportunities to benefit from scholarships and other study grants;"

131. There have been no changes in this sector since Sweden's former report.

Article 10

"States Parties ... ensure

10 (e) The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at reducing at the earliest possible time, any gap in education existing between men and women;"

Adult education

132. In municipal adult education about 2/3 of the pupils are women and this tendency has persisted in recent years 65 % in 1986 and 64.7 % in 1989.

133. Studying in adult education is to a high degree sex-segregated with regard to subject field. Women account for 60-70 % of those studying languages and also the less advanced courses in science. On the other hand, they only account for 15-30 % of those studying more advanced science. The pattern is roughly the same in the vocationally oriented courses.

134. The study by Statistics Sweden* of the drop-out rate among new entrants in adult education in 1986 showed only small differences between the sexes. About the same number of women as of men completed their studies.

135. In the vocationally oriented courses, 82% of the women and 73% of the men completed their adult-education studies.

136. Women and men finance their adult-education studies mainly in the same way. It is usual for both sexes to have jobs as well. Both sexes make a roughly similar use of the loans and grants available to those studying in adult education.

137. In order to give an impetus to the work for equality in adult education, the National Board of Education has produced a package "Deeds not Words", which suggests steps to be taken. A "Women and Technology" project has been conducted as a municipal adult education scheme in 20 municipalities during the 1987/88 school year. In this project attempts have been made to persuade more women to choose technical courses.

Article 10

"States Parties ... ensure

10 (f) The reduction of female student drop-out rates and the organization of programmes for girls and women who have left school prematurely;"

138. In general the drop-out rate in Sweden, either in the compulsory school system or in more advanced forms of education, is not more common among female pupils or students than among male ones. However, only too many girls who have chosen a non-traditional vocationally oriented course drop out.

139. There are many reasons for this. One is that it is hard to belong to a minority, another may be that girls concerned have not deliberately chosen a course they want to follow but have been accepted for one that is their second or third choice. In the four-year technical course programme girls drop out to a much lesser extent; here the reason for drop-out is often the difficulty of keeping up with the course combined with the high grades required.

---

* A government agency

140. Great efforts have been made to make studying easier for girls who have made a non-traditional choice. In 1987 and 1988 the National Board of Education issued leaflets aimed, on the one hand, at employers to encourage them to employ girls who have completed a non-traditional training and, on the other, at school staff so as to influence the way they work, their attitudes and the methods they use in supporting "girl pioneers"; they may, for instance,

- place girls together as much as possible;
- let girls work together when doing laboratory and practical assignments;
- make the best of and develop new findings relating to teaching methodology, especially in regard to girls/technical and scientific subjects;
- provide continuing education for teachers in problems concerned with "girl pioneers" on the basis of the research available in this sector;
- form networks and establish contact with women already working who can act as "sponsors" and mentors.

Article 10

"States Parties ... ensure

10 (g) The same opportunities to participate actively in sports and physical education;"

141. There have been no changes in regard to sport in the educational system since the former report. Reference should be made to article 13, subparagraph (c) for further information on equality between the sexes in sport.

Article 10

"States Parties ... ensure

10 (h) Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning;"

142. Sweden has a very long tradition relating to education on sex and personal relationships. No changes have occurred in this sector since Sweden's former report. It should be mentioned that there has been a marked increase in the information and education on sex and personal relationships provided in the community, primarily as a consequence of the disease AIDS. In that context, the consequences for women are also discussed. Sweden has also granted funds to the UN Commission on the Status of Women for an expert group meeting on this subject.

Article 11

11.1 "States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular:"

143. In Sweden's second periodic report some remarks on Swedish labour market policy and regional policy were made under this article by way of introduction. In a recent report on the general trend in the Swedish labour market, it is stated that the labour market has functioned well in many respects in recent years, despite at times marked pressure caused by demand and a

pronounced labour shortage. The latter has been partly due to an increase in the skills and qualifications called for. The supply of labour has continued to increase, both in respect of labour-force participation and of the number of hours worked (primarily women). The decline in unemployment has continued and it has also been possible to reduce the number of long-term unemployed. The measures called for by the former lower level of economic activity have been cut down even further.

144. The principal legal instrument whereby discrimination against women in the labour market can be overcome is the Equal Opportunities Act. It was described in detail in Sweden's second periodic report. The amendments proposed with a view to making the legislation more effective have been presented under Article 2. Legislation is however only one way by which equal opportunities in the labour market can be obtained. A number of other measures are necessary.

145. One important goal for Sweden's equality policy has now been practically reached. Almost as many women as men are gainfully employed. Women have definitely consolidated their position in the labour market and there are no signs that this trend will be interrupted. On the contrary, women are both increasing their labour-force participation and the number of hours they work. A growing number of women are changing form part-time to full-time work or from shorter to longer part-time work. This situation was described in Sweden's previous report. Since it was drafted the trend has remained about the same.

146. The entry by women into the labour market has however not changed in any decisive way the view of what are male and what are female jobs in working life. The Swedish labour market thus continues to be sex-segregated to a marked degree with women in certain sectors and occupations and men in others, with women in inferior and men in leading positions, with women doing part-time work and men full-time.

147. The eradication of this division is of high priority in Swedish equality policy in the nineties, especially in view of the increased demands that will be made on employees for education and training. It is just as important to change the conditions prevailing in working-life. Questions concerning the working environment, employee participation, the organization of work and, above all, wages and salaries, have a very close connection with the sex-segregation of the labour market and must also be tackled before equality in the latter can be said to be reached.

148. Since the emphasis in Sweden's equality will continue to be bound up with policies concerned with the labour market and working life as well as with education and training, considerable attention has been paid to these sectors in the Government Bill on Equality Policy to the mid-nineties.

149. The following paragraphs contain an account of some of the goals and measures for equality on the labour market that are set out in the Bill ("the plan of action").

Goals for equality in the labour market

150. An even distribution of the sexes in an occupational field has in Sweden been interpreted as a representation of both sexes by at least 40 per cent each. Today, according to available statistics, only four occupational groups out of fifty-one have an even sex distribution.

- the goal set is that at least ten occupational fields should have an even sex distribution by 1993 at the latest;

- by 1993 the proportion of women and men in various positions is to have been evened out substantially. The proportion of women engaged in routine work in one occupational field should not be greater than the proportion of women employed in that field;

- the proportion of women in senior posts and of those doing qualified work should also be at least as large as the proportion of women employed in that field;

- the per centages of women and men in the labour force and their hours of work must be evened out within and between the various counties;

- the difference between female an male average weekly hours of work must be reduced, too. Today men work nine hours more a week than women. In 1993 the difference ought to be half as large.

Some measures

151. The work of implementing the above mentioned goals is now in progress in many quarters in the Swedish community.

152. Practically all the measures proposed in the Bill in order to reach the goals have been adopted. Some of these measures will be described in the following. The adoption of the measures does not mean, however, that any results can be discerned now. They will be apparent at the earliest after the end of the five-year period.

- a special programme sector for equality in working life has been set up in the Working Environment Fund. The Government has made SEK 60 million available for the equality programme, which will be in progress until 1993. The Fund has recently selected three regions in Sweden for especially extensive schemes, such as pilot projects relating to work organization, hours of work, etc. Influencing public opinion is also an important element in these endeavours;

- the National Board of Occupational Safety and Health has been charged to draw up action programmes for schemes concerned with the working environment in certain sectors of the labour market that are dominated by women. The Board presented in April 1990 a report to the Government on women's working environment in four sectors - offices, the electronics industry, pre-schools and the medical services. The report highlights various hazards in the working environment and draws attention to the need for remedies;

- special supportive schemes have been created for those participating in labour-market training that is not traditionally taken by their sex. The county labour boards are able to use the sum of SEK 10 000 per year and course trainee, for measures additional to the actual training. These funds may be used before, during and after training, for instance to make the change-over from training course to working life easier for people and to prevent them from dropping out. At most 7 000 trainees per year may be covered by this trial scheme;

- three municipalities - selected after application - have been designated "pilot municipalities" for equality matters; coordinated schemes are to be carried out in these municipalities. These schemes may relate not only to training and the labour market, but may also concern measures in public transport, community service, hours of opening, the representation of women, etc. This trial scheme is to continue for five years;

- the National Industrial Board has been charged to carry out a special scheme for the support of women running their own enterprise;

- there is to be a survey to ascertain how many women there are in decision-making positions in industry and commerce;

- the Equal Opportunities act is to be evaluated by a special investigator (for further reference, see Article 2).

153. The National Labour Market Board and the county labour boards have extensive responsibility for many of the goals and measures with the aim of improving the status of women labour market proposed in the Bill. The National Labour Market Board has selected an number of occupational fields with an uneven sex distribution for special efforts and has reached agreement with the employer and employee organizations on how the work is to be carried out subsequently. In 1990 a major information campaign is to be launched for these occupational fields. The National Board has also directed the county labour boards to set concrete goals for a substantial increase in the number of places for non-traditional choices for occupation in labour-market training.

154. Other questions concerning women in the labour market are set out under the respective sub-paragraphs under Article 11 (1).

155. In Sweden's second periodic report an account was given under article 11.1 of the conditions to be fulfilled by companies and firms if they are to qualify for regional-development support. Although the relevant rules have been changed slightly, they have the same objective. One condition that has to be fulfilled is that at least 40 per cent of the jobs created through this type of support must be available to either sex. An evaluation of this sex-quota condition showed that 30 % of the newly created jobs have gone to women. A more detailed evaluation has shown that even though the 40-per-cent goal has not been reached entirely, this rule has led, amongst other things, to qualitative improvements both for the companies and for the women concerned. The labour market for women in the relevant regions has also been expanded. But the evaluation has shown, too, that companies in development areas have to a great extent been granted exemption from the sex-quota rule. This has chiefly affected women. The Government has therefore directed the county labour boards to submit proposals showing how the number of exemptions can be minimized. These proposals are to be submitted during the autumn of 1990.

Article 11

"States Parties shall ... ensure

11.1 (a) The right to work as an inalienable right of all human beings:"

156. As described in the previous report from Sweden the principle to secure the right to work is laid down in the Instrument of Government, which forms part of the Swedish Constitution. Full employment is also a basic principle of Swedish labour-market policy.

157. Some statistics on labour-force participation and unemployment require up-dating, as follows:

In 1989, 85.0 per cent of the Swedish women were in the labour force and 90.4 per cent of the men. The convergence, reported previously, in the employment participation of women and men continues. In 1989, there were only 200 000 more men than women in the labour force. This means that women, today, constitute almost half the labour force.

Women and men aged 20-64 in the labour force

Total population: women 2.06 million, men 2.24 million

	Women	(%)	Men	(%)
	1985	1989	1985	1989
in the labour force of which	82.2	85.0	90.1	90.4
gainfully employed	79.9	83.9	87.6	89.2
Unemployed	2.8	1.1	2 7	1 1

Young people aged 16-19 in the labour force

	Women	(%)	Men	(%)
	1985	1989	1985	1989
in the labour force of which	48.5	51.3	44.7	48.1
gainfully employed	46.3	49.7	42.6	46.6
Unemployed	4.5	3.1	4.7	3.1

Source: Labour Market Survey. It has to be noted that some methodological changes were made in this Survey in 1987 and consequently the figures from 1985 and 1989 are not totally compatible.

158. It should be noted that in Sweden the term "labour force" includes people who are gainfully employed or unemployed. People are classified as gainfully employed if they have undertaken employment or are temporarily absent from work. People are classified as unemployed if they lack gainful employment but are actively seeking employment.

159. The proportion of women with children under seven years of age in the labour force is still increasing. In 1985 it was 85 per cent, in 1989 it was 87 per cent. The proportion of women, who do not have small children has increased from 82 per cent in 1985 to 84 per cent in 1989.

160. The proportion of unemployed women aged 20-64 was, in 1989, the same as for men, 1.1 per cent.

161. The Act on Employment in Youth Teams with Public Employers has been replaced as of July 1989 by a scheme in which young people are offered induction opportunities, i.e. introductory jobs including training, both in the private and public sectors, and in which 50 per cent of the earnings are State subsided. Under certain conditions all 18-19 years year olds are still guaranteed jobs.

Article 11.1

"States Parties shall ... ensure

11.1 (b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment:"

162. As in the previous report from Sweden, women's part-time work will be described under this sub-paragraph.

Part-time work

163. Part-time work is still widespread among women. In 1989, 41 per cent of the gainfully employed women (aged 20-64) worked part-time, as against 6 per cent of the men. In 1985, the figures were 45 and 7 per cent respectively. Women who work part-time are continuing to increase their working time, i.e. "long part-time work" (20-34 hours) is still increasing, although not to the same extent, and "short part-time work is continuing to decline. The most significant change concerning women's working hours in recent years is, however, the increase in their full-time employment.

Involuntary part-time work

164. An urgent problem in recent years has been that an increasing proportion of people, especially women, are employed part-time involuntarily. They have previously worked part-time and now want to increase their working time or work full time, without being able to achieve this. There are several reasons for this situation. Many traditional female occupations are organized on the basis that women want to work part-time, or they are organized in accordance with local conditions for other reasons. This phenomenon is most frequent with public employers (i.e. municipalities and county councils) but it also occurs in the private sector.

165. The Government, particularly in the light of the present shortage of labour, considers it very important to reduce involuntary part-time employment, especially when it is the result of traditional thinking on the part of employers and not out of necessity. In 1988/89, SEK 60 million was allocated to various measures (reference is made to CEDAW/C/SR.125, page 7).

166. Since then more funds have been allocated with the aim of facilitating the employment of people on a full-time basis. The National Labour Board is also involved in various activities to combat involuntary part-time work. Furthermore, the Government has had discussions with the central labour market bodies and declared that if the situation does not change, it will consider other measures.

Absence from work

167. The pattern for women's and men's use of the various possibilities to be absent from work has changed somewhat in recent years. Women are absent from work to a greater extent than men. As reported previously, there are a number of opportunities, apart from the statutory vacation, for the gainfully employed in Sweden to be absent from work with almost full economic compensation. There are possibilities to take sick-leave, educational leave, to take parental leave and to take leave for compulsory military service.

168. According to recent statistics, women are more absent from work than men for all the above reasons, apart from compulsory military service. The difference between women and men is most significant as regards parental leave and least significant in the care of educational leave.

169. Women are also more absent from work due to illness. However, this issue will be discussed under sub-paragraph (c) of this article.

Working hours

170. Average per capita working hours have increased somewhat in Sweden in recent years. Whereas the law defines a normal working week as 40 hours, actual working hours averaged almost 38 hours per week in 1989 (33,5 for women, 41,5 for men). This is due mainly to women's part time work.

171. Both men and women have increased their working hours, but women have increased theirs to a higher extent.

Article 11

"States Parties shall ... ensure

11.1 (c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training:"

172. As the Act on Security of Employment was described in the previous report, the following is an account of the latest developments concerning the sex-segregation of the labour market and various measures undertaken in order to break this segregation. The question of women's working-environment will also be discussed under this sub-paragraph.

The sex-segregated labour market

173. The fact that Swedish women and men still work in different sectors and also, in different jobs when they do work in the same sector is one of the major remaining obstacles to equality between women and men in Sweden. The sex-segregated labour market is thus also a question of the very terms on which women and men are employed: working hours, status, working-environment and salaries. Not until women are on the same footing as men in all these respects, can segregation be said to have been eliminated.

174. However, much remains to be done, on a long-term basis, before this is the case. There is also the fact that the extent to which political measures can, and should, govern people's decisions is limited.

175. Parallel with the measures undertaken to break sex segregation, it is of the utmost importance to arrive at a situation in which women's traditional work is upgraded. As already mentioned, this includes measures involving the working-environment, working hours, working-organization and remuneration.

176. There have been no statistically significant changes in women's occupational choices, nor in the sectors where they work. Even though men and women today are represented in all occupations, in 1989, according to the annual Labour Market Survey, there were only four out of fifty-two occupations with an even distribution between the sexes. However, the Labour Market Survey offers a fairly overall picture of the occupational classifications, as can be seen in the illustration below. A more detailed picture is provided by the Census of Population and

Housing, which is made every five years. According to the 1985 Census, 58 per cent of gainfully employed women were employed in the 30 most common occupations, while in 1980 the figure was 67 per cent. According to the same Census, only seven per cent of the women and six per cent of the men were employed in occupations with an even sex distribution. In this respect, there were no differences compared with 1980.

177. However, it is worth mentioning that women have increased their numbers in some occupations that were previously dominated by men. This is the case, for example, among lawyers, economists, medical doctors, bus and subway-drivers etc. This development cannot yet be detected in the official national statistics.

The gainfully employed population in the 16-64 year age group by sector, 1989

Sector	Women Thousands	%	Men Thousands	%	Women Per centage in each sector	Men
PUBLIC SECTOR	1 154	57	489	24	70	30
Education and medical care	932	46	200	10	82	18
Public administration (defence, police and firefighting services)	99	5	104	5	49	51
Communications, post and telecommunications	57	3	87	4	40	60
Other services	66	3	98	5	40	60
PRIVATE SECTOR	872	43	1 544	76	36	64
Building and construction	17	1	197	10	8	92
Agriculture, forestry	10	1	38	2	21	79
Communications etc.	36	2	103	5	26	74
Mining, manufacturing etc.	273	13	683	34	29	71
Banking and insurance	128	6	157	8	45	55
Commerce, hotels, restaurants	285	14	270	13	51	49
Other services	123	6	96	5	56	44
TOTAL	2 026	100	2 033	100	50	50

Source: Statistics Sweden

178. As stated before, women have increased their working hours and also increased their participation in the labour market. But their educational and vocational choices are still subject to a great deal of sex bias. There are, however, some signs of women becoming more and more conscious of their rights and consequently of their lower status on the labour market. This can be noted particularly regarding the question of equal pay which has attracted increasing attention in recent years. This issue will be further dealt with under sub-paragraph (d).

179. Under sub-paragraph (a) of this article, a description has been provided of the goals and measures proposed by the Swedish Government in the Plan of Action for Equality in order to break sex segregation in the labour market. There are, however, various other activities underway, initiated or financed by the Government, and also by many organizations, authorities and companies.

Trial-schemes

180. As described in Sweden's previous report, special funds have been allocated through the State Budget since 1985 for activities to improve the situation of women, mainly in the labour market and in education. The funds, at present channelled through the Ministry for Public Administration, are mostly used for trial-projects, including activities ranging from pre-school-education to all levels of working life. These projects are supervised by the Equality Affairs Division in the Ministry.

181. The overall aim of the launching and funding of these activities is mainly to try new models and methods in the work for equality. Furthermore, the projects should be part of a long-term strategy on the part of the organization, authority etc., applying for such funding. The experience gained from these activities is gradually taken into account when forming policies. In addition, the Ministry regularly publishes information about on-going activities and arranges conferences and seminars where current questions concerning the projects are discussed.

182. During the fiscal year of 1989/1990, the Ministry has given priority to activities concerning the labour market in some particular areas, for example the following:

- to make work places that are dominated by one sex more accessible to the other sex;
- to try out new methods to break the sex segregated labour market, with particular emphasis on occupations dominated by one sex;
- to find models for measures directed towards women with monotonous jobs and jobs with a low status;
- to facilitate the combination of gainful employment and parental responsibilities for both women and men;
- to take measures that will lead to equal pay for work of equal value.

183. Projects are also being launched in the educational sector (see article 10) and in the area of women's decision-making (see article 7).

Article 11

11.1 (d) "The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work:"

184. The intentions of this sub-paragraph are mainly safeguarded through the EqA (Equal Opportunities Act) section 4 (this section was quoted in Sweden's second periodic report). As was described under Article 2, sub-paragraph (b) in the present report, the EqA investigator has proposed an amendment of the Act in this respect. The background for her proposal is the following:

> The average pay of women is still lower than that of men, even if the differences, in an international perspective, are smaller than in many other countries. To a large extent, the differences are due to the fact that women and men work in different occupations and also at different levels within each occupation. However, to some extent there seems to be no explanation other than that sex discrimination exists. The prohibition of pay discrimination in the EqA is intended to prevent situations, where one person receives, on grounds of sex, lower pay for the same work or for work of equal value in comparison with one or several specific individuals with the same employer. In accordance with the present EqA, the appraisal of what is considered equal work is tied to work which, under collective agreements, or in practice, is to be regarded as equal. As to work of equal value, the appraisal is tied to an evaluation of work, agreed on between the parties in the labour market.

185. In the only case of pay discrimination where the Labour Court has passed a decision, and, which concerned the question of what was considered equal work, three different opinions emerged (the case was described in the previous report). As regards the question of work of equal value, the prospects of having such a case tried by the Court are almost non-existent at present since agreements on work evaluation do not exist in most areas of the Swedish Labour Market.

186. For these reasons, and also in order for the EqA to be in accordance with EEC regulations in this field as well as with recent rulings of the European Court of Justice (namely concerning the EEC directive 117 from 1975), the investigator has suggested that the methods referred to in the EqA at present, should not be the only means of assessing what is equal work or work of equal value. Other evaluation methods (comparable worth) should also be used. According to the investigator, one such method could be for the Labour Court to seek advise on the matter from special experts on work evaluation, for example as is done in the United Kingdom.

187. She also proposes that section 6 of the EqA, on active measures, be supplemented by a provision stating that employers shall endeavour to equalize differences in pay and other terms of employment between men and women when they are engaged in equal work or work of equal value.

188. Issues on remuneration and equal pay for work of equal value have, as mentioned earlier, become more and more frequent in recent years in the general debate in Sweden on equality between men and women. It is also an issue of great importance in the official policy for equality.

189. However, since salaries in Sweden are agreed upon, in negotiations, between the parties in the labour market, the issue is not, primarily an issue of Governmental concern.

190. Nevertheless, the Minister for Equality Affairs has several times underlined the importance of the issue and stated that she intends to take certain initiatives. One such initiative has been to start, within the Ministry for Public Administration, active work to analyse the differences in pay between men and women, including the reasons for these differences. In this context, the improvement of existing statistics and the development of evaluation methods (comparable worth) are of particular importance.

191. Another initiative has been the decision, as was mentioned earlier, to create a special professorship in women's studies, where studies are to be undertaken on pay issues from a gender-perspective.

192. Statistics Sweden is also at present in the process of developing more comprehensive official statistics on women's and men's pay.

193. As stated in Sweden's previous report, the equitable wage policy pursued in Sweden during the last few decades has led to a relatively far-reaching general equalization of pay, which has been of great benefit to women. However, there are statistics showing that the equalization of the average pay between men and women has come to a standstill during the later part of the 1980's and in some areas a decline can actually be noted. The reasons for this development have not yet been analysed.

Women's wages/salaries in per cent of men's. Full-time employees.

Year	Industrial labourers	Industrial salaried employees	State employees	Municipal employees	Country employees
1986	91	74	91	85	75
1987	91	74	90	86	75
1988	90	74	90	85	74
1989	90	75	89	83	74

Source: SCB's wage statistics

Article 11

"States Parties shall ... ensure

11.1 (e) The right to social security particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave:"

194. In the previous report from Sweden, a comprehensive picture of the Swedish social insurance system and other benefits was provided. Changes in this system mainly involve pensions for surviving relatives and the parental benefit (the latter has already been described under Article 4.2).

Reforms in national insurance payments to surviving relatives

195. In June 1988, Parliament passed the Government's proposed reforms of family pensions provided under the National Insurance Scheme. The aim of the reform package is to relate the national basic and supplementary pensions paid to surviving relatives to the changes that have occurred in the incidence of women going out to work and the changing composition of the family and social conditions in general.

196. It is proposed that the existing widow's pension should be gradually phased out. The new system of pensions for surviving relatives will be centred on support payments to the children. It will be possible to pay the following benefits: child pensions, readjustment grants and special survivor's pensions payable to both widows and widowers. The new system came into effect from January 1, 1990. Regulations governing the transfer period mean that existing regulations will continue to apply well into the future, i.e. for those women born in 1929 or earlier, as well as for those born between 1930 - 1944. The new system will be described in the following:

a. Child pensions

The separate age limits applying in the national basic and supplementary pension schemes will be standardized with the result that both types of pension will be paid until the child's eighteenth birthday. Should the child continue his or her studies, then payments will continue for as long as studies are pursued, but only up to and including the first six months of the year of the recipient's twentieth birthday.

The basic and guarantee levels of the national basic pension are 25 % and 40 % of the base amount respectively. (The base amount for 1989 was SEK 27 900).

Child pensions from the national supplementary pension scheme will be 30 % of the late parent's individual pension .

The proposal enables orphaned children to receive child pensions from the national supplementary pension of both parents, something that is not possible under the present regulations.

b. Survivor's Pension for Adults

According to the new regulations, readjustment grants and special survivor's pensions paid to surviving adults from both national basic and supplementary pensions should be governed by rules which are in principle fully integrated and compatible. In both pension schemes, spouses would be defined as men and women who were permanently cohabiting at the time of death, if they had previously been married to each other or have had children or are expecting a child together.

c. Readjustment Grant

Widows or widowers under the age of 65 could be entitled to readjustment grants it they have the custody of, and are cohabiting with a child, or children under the age of 12 years. Readjustment grants in the form of national basic pensions will be paid at the same rate as the present widow's pension, equivalent to 96 % of the base sum.

Readjustment grants in the form of national supplementary pensions will be made at the rate of 20 % of the deceased's individual pension where there are children entitled to pension; in other cases at a rate of 40 % of the deceased's individual pension.

d. Special Survivor's Pension

If a surviving adult without children under the age of majority is inable to support him/herself and is not entitled to a disability pension or old-age pension, he/she can continue to receive survivor's benefit in the form of a special survivor's pension. This is fundamentally conditional on a reduction of at least 50% in the survivor's ability to support him/herself from gainful employment due to labour market factors, poor health or some other reason.

Child allowances

197. The annual child allowance is at present (as of January 1990) SEK 6 720 per child. The child allowance supplement, paid to families with three or more children has also been increased substantially.

Pensionable income

198. The system for calculating pensionable incomes, through "pension points" was described in the previous report. The differences then reported between the average pension points gained by women and those gained by men still exist. In 1989, the average pension points for women were 2.84 as against 4.13 for men.

Article 11

"States Parties shall ... ensure

11.1 (f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction".

199. As mentioned before, questions related to the working environment, have received increased attention in Sweden in recent years, not the least concerning the working environment for women. In November 1988, the Government appointed a special Commission on these issues, the Commission for Working Conditions. The main instruction to the Commission was to submit proposals for changes, in particular in those conditions of work which create ill-health and hazards. The Commission has presented several reports, including a study determining which occupations are subject to special health risks. The Commission's final report was presented to the Government in June 1990.

200. From the work of the Commission, the following conclusions concerning the working environment for women can be drawn from the Commission's work.

201. To a great extent, working environment problems in industry have attracted most attention. In this context, the relevant working environment problems are, for example, stress, serious accidents damage to hearing and muscle and joint injuries which are the result of physical strain and wear. A high proportion of industrial workers are women.

202. Studies in the health care sector indicate that, at all levels, this type of work involves a considerable degree of mental strain and that the work content leads to serious working environment problems. Here too, women are in the majority.

203. Analysis of absence from work due to sickness is one parameter which can be employed in measuring the working environment. The Commission reports that the sickness figure (the number of sickness benefit days per insured employee) has increased since 1983, both for men and for women. However, this increase has been greatest in the case of women in the age range 60-64. But increases in the sickness figure for women have been greater in all age groups than the corresponding figure for men. Generally speaking, women in employment run a greater risk of falling ill than the equivalent male group. Migrant women are particularly vulnerable in this respect. The Commission has concluded that work content is a powerful contributory factor in differences between men and women in both the physical and mental sickness statistics. In addition, there is also the fact that women are still responsible for work in the home and with children; this also contributes to the sickness figures.

204. The Commission's reports are currently being discussed by the Government. The Government plans to present a Bill concerning working environment questions to Parliament in the winter of 1990/91.

205. The National Board of Occupational Safety and Health has issued a Directive, which came into force in 1987, prohibiting the employment of pregnant women in diving occupations, i.e. work carried out under water or under increased pressure in a pressure chamber. This kind of work occurs in the health-care sector and in connection with research and training for divers. According to the Directive, an employer may not employ a female worker in this kind of work, presupposing that the employer is aware of the pregnancy. Employer's are to inform female workers under the age of 50 about this rule.

Sexual harassment at the work-places

206. In Sweden's previous report it was mentioned that the Equal Opportunities Ombudsman, the EqO, was in the process of initiating a study on sexual harassment at places of work.

207. The study, which was presented to the Government in 1987, contains a survey where 2 000 women responded to a questionnaire about the occurrence of sexual harassment at their respective work-places (both within the private and the public sector). Seventeen per cent of the women responded that they had been exposed to unwelcome sexual attention at work.

208. In this context the definition of sexual harassment has to be discussed. According to the EqO it is to be considered sexual harassment.

- to request sexual favours or a sexual relationship explicitly or implicitly as a condition of employment;
- to link requests for sexual compliance with threats of adverse job consequences;
- to promise privileges at work in exchange for sexual favours.

209. It is also to be considered sexual harassment if words, acts etc. of a sexual nature.

- create a hostile, intimidating or offensive working environment;
- impede or interfere with an employee's work performance.

210. The overall definition of sexual harassment is that the sexual attention is unwelcome.

211. In the above survey, the women who had been subjected to sexual harassment reported that it took many forms, from verbal comments to rape. Women of all ages were victims of sexual harassment, irrespective of marital status. However, young women and women in male-dominated work-places were overrepresented in the survey.

212. The survey also showed that many women who had been harassed had not asked anybody for help and very few had taken up the matter with their employers. Hardly any women had turned to their union. Many women considered that the only way to solve the problem was to change jobs.

213. In her report on sexual harassment, the EqO suggested that the EqA should be amended in order to give protection against sexual harassment. A description of the proposals for changes in the EqA in this respect is found under Article 2, sub-paragraph (b).

214. The EqO has published an information-folder from this study, which contains her proposals for a Swedish definition of sexual harassment, advice to employers and unions about measures to combat sexual harassment and advice to women who are being sexually harassed at work. The folder has been widely distributed.

Article 11

11.2 "In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:

11.2 (a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;"

215. There have been no further developments concerning these sub-paragraphs since the previous report.

Article 11

"States Parties shall ... ensure

11.2 (b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority of social allowances;"

216. The organization and financing of the child-care facilities in Sweden was described in the previous report. The demand for child-care is, however, continously increasing. This is to a great extent due to the fact that the number of children born during the late part of the 1980s has increased, the number of gainfully employed women with small children is also continously increasing and at the same time women also have longer working-hours.

217. In the beginning of 1990 the Government appointed a Working-group to make an inventory of possible actions in order to meet the demand for child-care facilities. The Working-group presented a report to the Government in August the same year. In the report the Group states that the goal, previously set by the Government, that all pre-school children up to 6 years of age should be entitled to local authority child-care facilities by 1991, can be reached, but only by the end of 1992. This is due to the above mentioned reasons, but also to the fact that the expansion of child-care facilities is, regionally, very uneven distributed. There is reason to believe that many municipalities will be able to reach the goal in 1991, but others have started to expand the facilities too late. The Group proposes that all children up to 6 years of age should have a legal right to a guaranteed child-care facility provided by the local authority by January 1, 1993. The proposals from the Working-group is at present being considered by the Government.

218. In this context it should be mentioned that there is also a shortage of staff in the child-care in many regions, particularly in the great cities, where the demand for labour in general is very high. In order to recruit more men to the child-care services, the Nordic countries are co-operating in a two-year trial-project where i.a. each country will make an inventory of the staff-situation in a gender-perspective and also study nurseries where there already exists an even sex-distribution among the staff.

Article 11

"States Parties shall ... ensure

11.2 (d) To provide special protection to women during pregnancy in types of work proved to be harmful to them".

219. Reference should be made to Article 11.1, sub-paragraph (f).

Article 11

11.3 "Protective legislation relating to matters covered in this article shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary".

220. As was mentioned in the previous report by Sweden, the revision of provisions of this kind is the task of the National Board of Occupational Safety and Health.

Article 12

12.1 "States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning.

12.2 Notwithstanding the provisions of paragraph 1 of of this article, States Parties shall ensure to women appropriate service in connection with pregnancy, confinement and the post-natal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation".

221. Health care and family planning were described in the second periodic report. No further measures in this field have been undertaken recently.

Article 13

"States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular;

13 (a) The right to family benefits;

13 (b) The right to bank loans, mortgages and other forms of financial credit;"

222. The social support benefits were described in the second periodic report, as well as the rules concerning bank loans etc.

223. In 1990, the Government submitted two Bills to Parliament concerning a new tax system. This tax reform will become effective January 1, 1991. Under the new system, previous differences in taxation between labour and capital will be removed. Tax bases will be broadened and tax rates reduced to internationally competitive levels. The highest marginal tax rate will be 50 per cent. Work, private enterprise, education and savings will be favoured. Indebtness, tax planning, tax evasion and avoidance are counteracted. In addition, the reform will make the tax system more fair, as individuals will be taxed according to their means to an increasing extent.

224. Due to the tax reform, the household real disposable income is expected to increase by about 2 per cent in 1991. This increase will be relatively even distributed among different income and socio-economic groups. Substantial increases in child allowances and housing allowances will benefit families with children, especially single parents.

225. The previous tax deduction for families with children will be abolished. On the other hand, a basic deduction of SEK 10 000 will be introduced for everyone.

226. The Government has appointed a special Committee with the task of evaluating the effects of the tax reform. The Committee will conclude its work in 1995 and will continously report its findings to the Government. The evaluation will concentrate on measuring the effects on the distribution of incomes and capital, on salaries and on savings. Furthermore, the Committee is also directed to look into the regional effects of the tax reform and also, in particular, to examine whether the tax reform affects women and men differently.

Article 13

"States Parties shall ... ensure

13 (c) The right to participate in recreational activities, sports and all aspects of cultural life;"

227. In Sweden's initial report it was noted under this subparagraph that no major study of the way in which women and men use their time had been conducted in Sweden. It was also stated that an experimental study was to be presented in 1987. However, as a sequel to the passing of the Government's Bill on the Equality Policy to the mid-nineties, Statistics Sweden* was charged in 1989 to make a major study of this matter. Statistics Sweden was granted SEK 5 million for this purpose. It is estimated that the study will be completed by 1991.

228. Where participation by women and men in sport is concerned, the situation is about the same as was described in Sweden's second periodic report. The Swedish Sports Confederation has made an assessment of the work for equality undertaken by sport in the 1980s. This assessment shows that the proportion of women taking an active part (40 % in 1988) has increased in all age-groups in the most recent decades. In the 1980s women and girls have made a wide breakthrough in certain sports, for instance in football. Recently it has become increasingly common for special sports events to be held for women e.g. the annual six-mile Ladies Run. These events, which have been highly successful, are attracting more and more participants.

229. Much however remains to be done in respect of the representation of women in decision-making bodies in sport.

Percentage of women represented on elected bodies and their position in the Special and District Sports Federations in 1988.

Function	Special Sports Federation	District Sports Federation
Members of governing council	12	17
Members of executive committees/presidium	10	15
Members of committees	15	19
Secretary-general, administrative director	4	15
Secretary, clerk	80	87

* A governmental agency.

230. The Swedish Sports Confederation has recently adopted a plan of action for the next six years. It lays down, among other things, that women and men shall have at least a 40 % representation by 1995 in the advisory and decision-making bodies in sport. Nominating committees at all levels that are elected after 1989 must consist of an equal number of women and men.

231. So as to attain these and other objectives a number of measures must be adopted; they include specially oriented educational courses for women in various positions in the sports movement. A Central Secretariat for Equality Issues is to be set up at the Swedish Sports Confederation and all Special and District Sports Federations and Associations must appoint someone to be responsible for equality questions on their governing councils.

Article 14

14.1 "States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of this present Convention to women in rural areas.

14.2 States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:"

232. Activities to improve the situation of rural women, which were described in Sweden's second periodic report under this article, are continuing. This means that in recent years the Government has allocated funds for several development activities to improve the situation of rural women, mainly their possibilities of finding work.

233. It can be noted that in 1989 The National Industrial Board was directed by the Government to increase efforts to support women who wish to start their own enterprises or businesses. The Board was given special funds for this purpose. Funds have also been allocated on a continous basis to the Regional Development Funds for the same purpose.

234. The Commission for Sparsely Populated Areas is also engaged in several projects with the aim of improving the situation of rural women. A special committee has been created within the Commission on these issues and the Commission has adopted a plan of action for rural women. The Minister for Equality Affairs has recently allocated funds for projects directed, in particular, at young women in the rural areas.

235. Lastly, it may be mentioned that the percentage of women admitted to the Swedish University of Agricultural Sciences in 1990, was for agricultural sciences 52 % (an increase of 4 % since 1985), for horticulture 60 % (an increase of 12 %), for forestry studies 18 % (a decrease of 5 %), for landscape architecture 67 % (an increase of 6 %) and for veterinary medicine 77 % (an increase of 5 %).

PART IV

Article 15

15.1 "States Parties shall accord to women equality with men before the law".

236. Reference is made to Sweden's second periodic report, as well as to the comments under Article 2 of this report.

Article 15

15.2 "States Parties shall accord to women, in civil matters, a legal capacity identical to that of men and the same opportunities to exercise that capacity. In particular, they shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals.

15.3 States Parties agree that all contracts and all other private instruments of any kind with a legal effect which is directed at restricting the legal capacity of women shall be deemed null and void.

15.4 States Parties shall accord to men and women the same rights with regard to the law relating to the movement of persons and the freedom to choose their residence and domicile".

237. Reference is made to Sweden's second periodic report. See also the comments under Article 6 of this report.

Article 16

"States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women;

16.1 (a) The same right to enter into marriage;

16.1 (b) The same right freely to choose a spouse and to enter into marriage only with their free and full consent;

16.1 (c) The same rights and responsibilities during marriage and at its dissolution;"

238. The new Marriage Code which was described under this Article in Sweden's second periodic report entered into force on January 1, 1988. The legislation on cohabitation, namely the Cohabitees (Joint Homes) Act, which also was reported on previously, entered into force the same date. See also sub-paragraph (h) of this Article.

Article 16

"States Parties ... ensure

16.1 (d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount;

16.1 (e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights".

239. In Sweden's second periodic report the provisions related to custody in the Parents, Guardians and Children Code were described under these sub-paragraphs. Certain changes concerning the responsibility of the parents will be proposed by the Government in 1990/91. The changes specifically aim at paving the way for solutions in cases where the parents do not agree on joint custody.

Article 16

"States Parties ... ensure

16.1 (f) The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount;"

240. Reference is made to the second periodic report from Sweden. It may also be noted under this sub-paragraph that Sweden signed the Convention on the Rights of the Child on January 26, 1990. The Convention was ratified by Sweden on June 29, 1990 and it entered into force on September 2, the same year.

Article 16

"States Parties ... ensure

16.1 (g) The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation;"

241. Reference is made to the second periodic report from Sweden and to sub-paragraph (h) of this article in the present report.

Article 16

"States Parties ... ensure

16.1 (h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration".

242. The new Marriage Code contains provisions relating to spouses property etc. The text of Chapter 1, sections 2 - 4 reads as follows:

Section 2

Spouses shall show faithfulness and consideration for one another. They shall jointly take care of their home and children and in consultation promote the best interests of the family.

Section 3

Each spouse shall control his or her property and be responsible for his or her debts.

Section 4

Spouses shall share expenditure and practical responsibilities with one another. They shall supply each other with the information needed to enable the financial circumstances of the family to be assessed.

Article 16

"States Parties ... ensure

16.2 The betrothal and the marriage of a child shall have no legal effect, and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory".

243. Reference is made to the second periodic report from Sweden.